

CALENDAR YEAR 2004

**DEGREE PROGRAM ELIGIBILITY
PUBLIC COLLEGES AND UNIVERSITIES**



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**IMPLEMENTATION OF THE OBJECTIVES OF
THE 1997-2002 KENTUCKY PLAN**

**EVALUATION DETAIL FOR
ACADEMIC YEAR 2002-2003**

**Council on Postsecondary Education
1024 Capital Center Drive, Suite 320
Frankfort, Kentucky 40601**

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Revised: February 13, 2004

Council on Postsecondary Education
Committee on Equal Opportunities
February 16, 2004

Kentucky Plan for Equal Opportunities 2004 Degree Program Eligibility

This assessment is an annual report card that describes institutional success in implementing strategies to achieve the objectives of The 1997-2002 Kentucky Plan for Equal Opportunities that promotes compliance with Title VI of the Civil Rights Act of 1964.

Fewer institutions qualify in calendar year 2004 for the most favorable category of eligibility (14 of 28 or 50 percent compared to 18 of 37 or 48.6 percent in 2003), based on the degree of success in enrolling, retaining, and hiring African Americans. More institutions qualify for waivers in calendar year 2004 to implement new degree programs.

In 2004, five universities, compared to six in 2003, are automatically eligible to add new degree programs; two universities received the quantitative waiver status, and one university received the qualitative waiver status. The KCTCS combined a majority of the community colleges with technical colleges to create eight districts (SACS approved). KCTCS will establish additional districts in 2004. Nine districts, community, and technical colleges qualified for the automatic status, while seven achieved the quantitative waiver status, and four are eligible for the qualitative waiver. The number of institutions falling into the qualitative least desirable category declined from 11 in 2003 to 4 in 2004.

No university showed progress on all eight of the plan's objectives. One university, the University of Louisville, showed progress on seven of eight plan objectives. Kentucky State University showed progress on five of its seven plan objectives. Among the universities, three improved their performance from the previous year, four saw a decline in their performance, and one was unchanged.

Among the KCTCS districts, community, and technical colleges, and UK's Lexington Community College, nine are automatically eligible to implement new degree programs. The West Kentucky District showed progress on each of its four plan objectives. Maysville Community College made progress on one objective. Eleven districts, community, and technical colleges require a waiver to implement new degree programs. Among the 20 districts, community, and technical colleges, one improved its performance (Southeast District), twelve performed at the same level, while the performance of seven declined.

Staff preparation by Sherron Jackson and Rana Johnson

Revised: March 22, 2004

INSTITUTIONAL DEGREE PROGRAM ELIGIBILITY CALENDAR YEAR 2004

The eligibility status of the institutions is determined through the application of the administrative regulation (13 KAR 2:060). The status of each institution:

Institution	Objectives Showing Continuous Progress	Total Objectives Evaluated	Degree Program Eligibility Status	
			2004	2003
Eastern Kentucky Univ.	6	8	<i>Automatic</i>	<i>Qualitative</i>
Kentucky State Univ.	5	7	<i>Automatic</i>	<i>Automatic</i>
Morehead State Univ.	2	8	<i>Qualitative</i>	<i>Automatic</i>
Murray State Univ.	6	8	<i>Automatic</i>	<i>Automatic</i>
Northern Kentucky Univ.	5	8	<i>Quantitative</i>	<i>Automatic</i>
Univ. of Kentucky	5	8	<i>Automatic</i>	<i>Automatic</i>
Univ. of Louisville	7	8	<i>Automatic</i>	<i>Quantitative</i>
Western Kentucky Univ.	5	8	<i>Quantitative</i>	<i>Automatic</i>

Notes:

Universities (except Kentucky State University) have 8 equal opportunity objectives. Kentucky State University has 7 objectives (the objective related to enrollment of graduate students does not apply to KSU).

Automatic eligibility equals continuous progress in at least 6 of 8 objectives. KSU is at least 5 of 7 objectives.

Quantitative waiver equals continuous progress in 5 of 8 objectives. New degree programs must be implemented under the waiver provisions during calendar year 2004. KSU is 4 of 7 objectives.

Qualitative waiver equals continuous progress in 4 or fewer of 8 objectives. New degree programs must be implemented under the waiver provisions during calendar year 2004. KSU is 3 or fewer of 7 objectives.

INSTITUTIONAL DEGREE PROGRAM ELIGIBILITY CALENDAR YEAR 2004

The eligibility status of the institutions is determined through the application of the administrative regulation (13 KAR 2:060). The status of each institution:

Institution	Objectives Showing Continuous Progress	Total Objectives Evaluated	Degree Program Eligibility Status	
Kentucky Community and Technical College System			2004	2003
Ashland Community & Technical College	2	4	Quantitative	N/A
Big Sandy Community & Technical College	1	4	Qualitative	N/A
Bowling Green Technical College	1	4	Not Eligible	Quantitative
Central Kentucky Technical College	2	4	Quantitative	Quantitative
Elizabethtown Community College	3	4	Automatic	Automatic
Elizabethtown Technical College	2	4	Quantitative	Qualitative
Gateway Community & Technical College	2	4	Quantitative	N/A
Hazard Community & Technical College	3	4	Automatic	N/A
Henderson Community College	3	4	Automatic	Automatic
Hopkinsville Community College	3	4	Automatic	Automatic
Jefferson Community College	3	4	Automatic	Automatic
Jefferson Technical College	2	4	Quantitative	Quantitative
Madisonville Community College	2	4	Quantitative	N/A
Maysville Community College	1	4	Qualitative	Quantitative
Owensboro Community & Technical College	3	4	Automatic	N/A
Rowan Technical College	1	4	Qualitative	Qualitative
Somerset Community College	2	4	Quantitative	N/A
Southeast Community College	3	4	Automatic	N/A
West KY Community & Technical College	4	4	Automatic	N/A
University of Kentucky				
Lexington Community College	3	4	Automatic	Automatic
Notes:				
Performance information is not provided in 2003 for community and technical colleges because they did not exist in their present form at that time.				
The Community and Technical colleges have 4 equal opportunity objectives.				
Automatic eligibility equals continuous progress in at least 3 of 4 objectives.				
Quantitative waiver equals continuous progress in 2 of 4 objectives. New degree programs must be implemented under the waiver provisions during the 2004 calendar year.				
Qualitative waiver equals continuous progress in 0 or 1 of 4 objectives. New degree programs must be implemented under the waiver provisions during the 2004 calendar year.				

Council on Postsecondary Education
Committee on Equal Opportunities
February 16, 2004

New Degree Programs Implemented
Under the Waiver Provisions in Calendar Year 2003

The committee asked to be informed regarding the number of new programs that are implemented by institutions under *The Kentucky Plan* waiver provisions (13 KAR 2:060). The statutes establish the Council's responsibility to approve the offering of new degree programs (KRS 164.020(14)) and also limit (KRS 164.020(18)) an institution's eligibility for new degree programs by the requirement that an institution meet its equal opportunity objectives.

The statutes give the Council authority to grant a temporary waiver of the requirements of KRS 164.020(18). The administrative regulation 13 KAR 2:060 establishes criteria that are used to determine an institution's compliance with equal opportunity objectives, and for the granting of a temporary waiver to a state-supported postsecondary education institution which has not met its objectives.

The administrative regulation identifies three ways an institution may be eligible to approve new degree programs or to have new degree programs considered for approval:

- Automatic eligibility: universities must show continuous progress in six of eight objectives, and community and technical colleges must show continuous progress in three of four objectives in *The Kentucky Plan*. KSU has five of seven objectives.
- Quantitative waiver: universities must show continuous progress in five of eight objectives, and community and technical colleges must show continuous progress in two of four objectives in *The Kentucky Plan*. KSU has four of seven objectives.
- Qualitative waiver: the submission of information in support of outstanding efforts that were attempted which have not yet proven to be successful.

Institutions that qualified for a waiver in calendar 2003 and their status regarding implementing new programs under the waiver provision are found in Attachment A.

Staff preparation by Sherron Jackson

**New Degree Programs
Implemented Under the Waiver Provisions
Calendar Year 2003**

Institutions Eligible For A Waiver	Date Approved	# of Programs Implemented	Calendar 2003 Type of Waiver
Universities			
Eastern Kentucky University		None	Qualitative
University of Louisville	04-10-03	3 Programs	Quantitative
KCTCS - Community Colleges			
Maysville Community College		None	Quantitative
Prestonsburg Community College		None	Qualitative
Southeast Community College		None	Quantitative
KCTCS - Technical Colleges			
Ashland Technical College		None	Qualitative
Bowling Green Technical College		None	Quantitative
Central Kentucky Technical College		None	Quantitative
Cumberland Valley Technical College		None	Qualitative
Elizabethtown Technical College		None	Qualitative
Hazard Technical College		None	Qualitative
Jefferson Technical College		None	Quantitative
Laurel Technical College		None	Qualitative
Madisonville Technical College		None	Quantitative
Mayo Technical College		None	Qualitative
Owensboro Technical College		None	Qualitative
Rowan Technical College		None	Qualitative
Somerset Technical College		None	Qualitative
West Kentucky Technical College		None	Quantitative

Note:

KCTCS has discussed with Council staff the possibility of approving new programs under the waiver provision at the December KCTCS Board of Regents meeting.

Institutional Evaluations

Kentucky Community and Technical College System

INSTITUTION: Ashland Community and Technical College
The District includes Ashland Community College and Ashland Technical College
Degree Program Eligibility Status for Calendar Year 2004

1. Kentucky Resident African-American Undergraduate Enrollments

	F99	F00	F01	F02	Objective
African-American	33	69	38	37	----
% of Total	1.3%	2.9%	1.3%	1.3%	1.1%

Continuous Progress Status: Achieved
System Enrollment of First-Time Freshmen: 8.0%
Campus Diversity Factor: +0

2. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	99-00	00-01	01-02	02-03	Objective
African-American	0	1	1	1	---
Total (AA+W)	12	11	8	8	---
%African-American	0.0%	9.0%	12.5%	12.5%	5.0%

Continuous Progress Status: Achieved

3. Employment of African-Americans as Faculty

	99-00	00-01	01-02	02-03	Objective
African-American	1	2	2	2	---
Total (AA+W)	92	93	91	90	---
%African-American	1.0%	2.2%	2.2%	2.2%	3.0%

Continuous Progress Status: Not Achieved

4. Employment of African-Americans as Other Professionals

	99-00	00-01	01-02	02-03	Objective
African-American	1	2	1	1	---
Total (AA+W)	28	34	34	34	---
%African-American	3.6%	5.9%	2.9%	2.9%	5.0%

Continuous Progress Status: Not Achieved

District information is combined for 1999– 2003

DEGREE PROGRAM ELIGIBILITY STATUS: QUANTITATIVE WAIVER
INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 2 of 4 OBJECTIVES
Based on Academic Year 2002-2003

INSTITUTION: Big Sandy Community and Technical College
Big Sandy includes Prestonsburg Community College and Mayo Technical College
Degree Program Eligibility Status for Calendar Year 2004

1. Kentucky Resident African-American Undergraduate Enrollments

	F99	F00	F01	F02	Objective
African-American	11	16	15	39	----
% of Total	0.36%	0.49%	0.44%	1.0%	0.1%

Continuous Progress Status: Achieved
System Enrollment of First-Time Freshmen: 8.0%
Campus Diversity Factor: +0

2. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	99-00	00-01	01-02	02-03	Objective
African-American	1	0	0	0	---
Total (AA+W)	10	5	6	6	---
%African-American	10.0%	0.0%	0.0%	0.0%	5.0%

Continuous Progress Status: Not Achieved

3. Employment of African-Americans as Faculty

	99-00	00-01	01-02	02-03	Objective
African-American	1	1	1	0	---
Total (AA+W)	107	110	110	119	---
%African-American	0.93%	0.90%	0.90%	0.0%	3.0%

Continuous Progress Status: Not Achieved

4. Employment of African-Americans as Other Professionals

	99-00	00-01	01-02	02-03	Objective
African-American	1	0	0	0	---
Total (AA+W)	20	25	29	29	---
%African-American	5.0%	0.0%	0.0%	0.0%	0.1%

Continuous Progress Status: Not Achieved

District information is combined for 1999– 2003

DEGREE PROGRAM ELIGIBILITY STATUS: QUALITATIVE WAIVER
INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 1 of 4 OBJECTIVES
Based on Academic Year 2002-2003

INSTITUTION: Bowling Green Technical College
Degree Program Eligibility Status for Calendar Year 2004

1. Kentucky Resident African-American Undergraduate Enrollments

	Base Year	F00	F01	F02	Objective
African-American	32	48	86	78	---
% of Total	3.0%	3.6%	4.2%	3.9%	6.7%

Progress Status: Not Achieved
System Enrollment of First-Time Freshmen: 8.0%
Campus Diversity Factor: +0

2. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	Base Year	00-01	01-02	02-03	Objective
African-American	0	0	0	0	---
Total (AA+W)	2	4	6	5	---
%African-American	0.0%	0.0%	0.0%	0.0%	5.0%

Progress Status: Not Achieved

3. Employment of African-Americans as Faculty

	Base Year	00-01	01-02	02-03	Objective
African-American	0	1	1	1	---
Total (AA+W)	43	57	54	58	---
%African-American	0.0%	1.8%	1.9%	1.7%	3.0%

Progress Status: Not Achieved

4. Employment of African-Americans as Other Professionals

	Base Year	00-01	01-02	02-03	Objective
African-American	0	1	2	3	---
Total (AA+W)	9	13	17	17	---
%African-American	0.0%	7.7%	11.8%	17.6%	5.2%

Progress Status: Achieved

Implemented the Quantitative Waiver for Calendar 2003.

DEGREE PROGRAM ELIGIBILITY STATUS: NOT ELIGIBLE
INSTITUTION SHOWED PROGRESS IN: 1 of 4 OBJECTIVES
Based on Academic Year 2002-2003

INSTITUTION: Central Kentucky Technical College
Degree Program Eligibility Status for Calendar Year 2004

1. Kentucky Resident African-American Undergraduate Enrollments

	Base Year	F00	F01	F02	Objective
African-American	114	140	323	307	----
% of Total	13.0%	9.6%	13.6%	10.8%	8.6%

Progress Status: Achieved
System Enrollment of First-Time Freshmen: 8.0%
Campus Diversity Factor: +1

2. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	Base Year	00-01	01-02	02-03	Objective
African-American	1	0	0	0	---
Total (AA+W)	10	6	7	10	---
%African-American	10.0%	0.0%	0.0%	0.0%	5.0%

Progress Status: Not Achieved

3. Employment of African-Americans as Faculty

	Base Year	00-01	01-02	02-03	Objective
African-American	4	4	4	5	---
Total (AA+W)	65	72	100	122	---
%African-American	6.2%	5.6%	4.0%	4.1%	3.0%

Progress Status: Achieved

4. Employment of African-Americans as Other Professionals

	Base Year	00-01	01-02	02-03	Objective
African-American	0	0	0	0	---
Total (AA+W)	13	22	27	19	---
%African-American	0.0%	0.0%	0.0%	0.0%	5.2%

Progress Status: Not Achieved

DEGREE PROGRAM ELIGIBILITY STATUS: QUANTITATIVE WAIVER
INSTITUTION SHOWED PROGRESS IN: 2 of 4 OBJECTIVES
Based on Academic Year 2002-2003

INSTITUTION: Elizabethtown Community College
Degree Program Eligibility Status for Calendar Year 2004

1. Kentucky Resident African-American Undergraduate Enrollments

	F99	F00	F01	F02	Objective
African-American	396	378	393	405	----
% of Total	12.0%	11.6%	12.0%	11.8%	8.6%

Continuous Progress Status: Achieved
System Enrollment of First-Time Freshmen: 8.0%
Campus Diversity Factor: +0

2. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	99-00	00-01	01-02	02-03	Objective
African-American	1	1	1	1	---
Total (AA+W)	7	7	4	6	---
%African-American	14.3%	14.3%	25.0%	16.7%	5.0%

Continuous Progress Status: Achieved

3. Employment of African-Americans as Faculty

	99-00	00-01	01-02	02-03	Objective
African-American	3	3	3	4	---
Total (AA+W)	73	77	76	75	---
%African-American	14.1%	3.9%	3.9%	5.3%	3.0%

Continuous Progress Status: Achieved

4. Employment of African-Americans as Other Professionals

	99-00	00-01	01-02	02-03	Objective
African-American	2	2	2	2	---
Total (AA+W)	34	33	37	36	---
%African-American	5.9%	6.1%	5.4%	5.6%	6.0%

Continuous Progress Status: Not Achieved

DEGREE PROGRAM ELIGIBILITY STATUS: AUTOMATIC
INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 3 of 4 OBJECTIVES
Based on Academic Year 2002-2003

INSTITUTION: Elizabethtown Technical College
Degree Program Eligibility Status for Calendar Year 2004

1. Kentucky Resident African-American Undergraduate Enrollments

	Base Year	F00	F01	F02	Objective
African-American	20	28	38	70	----
% of Total	4.4%	4.8%	3.6%	6.4%	8.4%

Progress Status: Achieved
System Enrollment of First-Time Freshmen: 8.0%
Campus Diversity Factor: +0

2. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	Base Year	00-01	01-02	02-03	Objective
African-American	0	0	0	0	---
Total (AA+W)	4	3	3	3	---
%African-American	0.0%	0.0%	0.0%	0.0%	5.0%

Progress Status: Not Achieved

3. Employment of African-Americans as Faculty

	Base Year	00-01	01-02	02-03	Objective
African-American	1	1	1	2	---
Total (AA+W)	37	40	40	42	---
% African-American	2.7%	2.5%	2.5%	4.8%	3.0%

Progress Status: Achieved

4. Employment of African-Americans as Other Professionals

	Base Year	00-01	01-02	02-03	Objective
African-American	0	0	0	0	---
Total (AA+W)	7	8	9	11	---
%African-American	0.0%	0.0%	0.0%	0.0%	6.0%

Progress Status: Not Achieved

DEGREE PROGRAM ELIGIBILITY STATUS: QUANTITATIVE WAIVER
INSTITUTION SHOWED PROGRESS IN: 2 of 4 OBJECTIVES
Based on Academic Year 2002-2003

INSTITUTION: Gateway Community & Technical College
Gateway includes Northern Kentucky Technical College
Degree Program Eligibility Status for Calendar Year 2004

1. Kentucky Resident African-American Undergraduate Enrollments

	Base Year	F00	F01	F02	Objective
African-American	15	22	60	50	----
% of Total	2.5%	2.6%	3.5%	2.8%	2.5%

Progress Status: Achieved
System Enrollment of First-Time Freshmen: 8.0%
Campus Diversity Factor: +1

2. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	Base Year	00-01	01-02	02-03	Objective
African-American	0	0	0	0	---
Total (AA+W)	5	4	6	7	---
%African-American	0.0%	0.0%	0.0%	0.0%	5.0%

Progress Status: Not Achieved

3. Employment of African-Americans as Faculty

	Base Year	00-01	01-02	02-03	Objective
African-American	0	1	3	3	---
Total (AA+W)	64	53	58	58	---
%African-American	0.0%	1.9%	5.2%	5.2%	3.0%

Progress Status: Achieved

4. Employment of African-Americans as Other Professionals

	Base Year	00-01	01-02	02-03	Objective
African-American	0	0	1	0	---
Total (AA+W)	9	13	18	23	---
%African-American	0.0%	0.0%	5.6%	0.0%	3.0%

Progress Status: Not Achieved

DEGREE PROGRAM ELIGIBILITY STATUS: QUANTITATIVE WAIVER
INSTITUTION SHOWED PROGRESS IN: 2 of 4 OBJECTIVES

Based on Academic Year 2002-2003

INSTITUTION: Hazard Community & Technical College
The District includes Hazard Community College and Hazard Technical College
Degree Program Eligibility Status for Calendar Year 2004

1. Kentucky Resident African-American Undergraduate Enrollments

	F99	F00	F01	F02	Objective
African-American	39	53	68	65	----
% of Total	1.5%	1.8%	1.8%	1.8%	1.5%

Continuous Progress Status: Achieved
System Enrollment of First-Time Freshmen: 8.0%
Campus Diversity Factor: +0

2. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	99-00	00-01	01-02	02-03	Objective
African-American	1	1	1	1	---
Total (AA+W)	12	12	10	12	---
%African-American	8.3%	8.3%	10.0%	8.3%	5.0%

Continuous Progress Status: Achieved

3. Employment of African-Americans as Faculty

	99-00	00-01	01-02	02-03	Objective
African-American	1	1	1	0	---
Total (AA+W)	110	116	120	121	---
%African-American	.90%	.86%	.83%	0.0%	3.0%

Continuous Progress Status: Not Achieved

4. Employment of African-Americans as Other Professionals

	99-00	00-01	01-02	02-03	Objective
African-American	0	0	1	1	---
Total (AA+W)	46	43	49	51	---
%African-American	0.0%	0.0%	2.0%	2.0%	1.0%

Continuous Progress Status: Achieved

District information is combined for 1999– 2003

DEGREE PROGRAM ELIGIBILITY STATUS: AUTOMATIC
INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 3 of 4 OBJECTIVES
Based on Academic Year 2002-2003

INSTITUTION: Henderson Community College
Degree Program Eligibility Status for Calendar Year 2004

1. Kentucky Resident African-American Undergraduate Enrollments

	F99	F00	F01	F02	Objective
African-American	85	66	76	77	----
% of Total	7.9%	6.0%	6.0%	5.6%	4.5%

Continuous Progress Status: Achieved
System Enrollment of First-Time Freshmen: 8.0%
Campus Diversity Factor: +0

2. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	99-00	00-01	01-02	02-03	Objective
African-American	0	0	0	0	---
Total (AA+W)	7	6	7	8	---
%African-American	0.0%	0.0%	0.0%	0.0%	5.0%

Continuous Progress Status: Not Achieved

3. Employment of African-Americans as Faculty

	99-00	00-01	01-02	02-03	Objective
African-American	3	3	3	3	---
Total (AA+W)	50	51	47	47	---
%African-American	6.0%	5.9%	6.4%	6.4%	3.0%

Continuous Progress Status: Achieved

4. Employment of African-Americans as Other Professionals

	99-00	00-01	01-02	02-03	Objective
African-American	1	1	1	1	---
Total (AA+W)	17	17	19	19	---
%African-American	5.9%	5.9%	5.3%	5.3%	3.0%

Continuous Progress Status: Achieved

DEGREE PROGRAM ELIGIBILITY STATUS: AUTOMATIC
INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 3 of 4 OBJECTIVES
Based on Academic Year 2002-2003

INSTITUTION: Hopkinsville Community College
Degree Program Eligibility Status for Calendar Year 2004

1. Kentucky Resident African-American Undergraduate Enrollments

	F99	F00	F01	F02	Objective
African-American	387	655	604	565	----
% of Total	19.1%	26.5%	26.4%	27.1%	24.1%

Continuous Progress Status: Achieved
System Enrollment of First-Time Freshmen: 8.0%
Campus Diversity Factor: +0

2. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	99-00	00-01	01-02	02-03	Objective
African-American	0	0	1	0	---
Total (AA+W)	11	8	7	8	---
%African-American	0.0%	0.0%	14.3%	0.0%	5.0%

Continuous Progress Status: Not Achieved

3. Employment of African-Americans as Faculty

	99-00	00-01	01-02	02-03	Objective
African-American	5	7	7	7	---
Total (AA+W)	55	65	69	69	---
%African-American	9.1%	10.8%	10.1%	10.1%	3.0%

Continuous Progress Status: Achieved

4. Employment of African-Americans as Other Professionals

	99-00	00-01	01-02	02-03	Objective
African-American	5	7	7	7	---
Total (AA+W)	20	21	23	23	---
%African-American	25.0%	33.3%	30.4%	30.4%	14.0%

Continuous Progress Status: Achieved

DEGREE PROGRAM ELIGIBILITY STATUS: AUTOMATIC
INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 3 of 4 OBJECTIVES
Based on Academic Year 2002-2003

INSTITUTION: Jefferson Community College
Degree Program Eligibility Status for Calendar Year 2004

1. Kentucky Resident African-American Undergraduate Enrollments

	F99	F00	F01	F02	Objective
African-American	1,463	1,781	1,686	1,622	----
% of Total	18.8%	21.1%	22.0%	22.4%	17.4%

Continuous Progress Status: Achieved
System Enrollment of First-Time Freshmen: 8.0%
Campus Diversity Factor: +11

2. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	99-00	00-01	01-02	02-03	Objective
African-American	1	1	1	0	---
Total (AA+W)	13	7	6	7	---
%African-American	7.7%	14.3%	16.7%	0.0%	5.0%

Continuous Progress Status: Not Achieved

3. Employment of African-Americans as Faculty

	99-00	00-01	01-02	02-03	Objective
African-American	15	16	17	19	---
Total (AA+W)	209	220	224	218	---
%African-American	7.2%	7.3%	7.6%	8.7%	4.0%

Continuous Progress Status: Achieved

4. Employment of African-Americans as Other Professionals

	99-00	00-01	01-02	02-03	Objective
African-American	11	10	10	10	---
Total (AA+W)	49	54	60	63	---
%African-American	22.4%	18.5%	16.7%	15.9%	6.0%

Continuous Progress Status: Achieved

DEGREE PROGRAM ELIGIBILITY STATUS: AUTOMATIC
INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 3 of 4 OBJECTIVES
Based on Academic Year 2002-2003

INSTITUTION: Jefferson Technical College
Degree Program Eligibility Status for Calendar Year 2004

1. Kentucky Resident African-American Undergraduate Enrollments

	Base Year	F00	F01	F02	Objective
African-American	201	200	326	358	----
% of Total	17.6%	28.8%	16.9%	17.5%	19.0%

Progress Status: Achieved
System Enrollment of First-Time Freshmen: 8.0%
Campus Diversity Factor: +1

2. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	Base Year	00-01	01-02	02-03	Objective
African-American	0	0	0	0	---
Total (AA+W)	4	2	5	5	---
%African-American	0.0%	0.0%	0.0%	0.0%	5.0%

Progress Status: Not Achieved

3. Employment of African-Americans as Faculty

	Base Year	00-01	01-02	02-03	Objective
African-American	2	5	6	6	---
Total (AA+W)	42	43	83	89	---
%African-American	4.8%	11.6%	7.2%	6.7%	4.0%

Progress Status: Achieved

4. Employment of African-Americans as Other Professionals

	Base Year	00-01	01-02	02-03	Objective
African-American	0	1	0	0	---
Total (AA+W)	10	14	16	16	---
%African-American	0.0%	7.1%	0.0%	0.0%	6.0%

Progress Status: Not Achieved

DEGREE PROGRAM ELIGIBILITY STATUS: QUANTITATIVE WAIVER
INSTITUTION SHOWED PROGRESS IN: 2 of 4 OBJECTIVES
Based on Academic Year 2002-2003

INSTITUTION: Madisonville Community College
Madisonville Community College includes Madisonville Technical College
Degree Program Eligibility Status for Calendar Year 2004

1. Kentucky Resident African-American Undergraduate Enrollments

	F99	F00	F01	F02	Objective
African-American	125	140	150	145	----
% of Total	5.7%	6.1%	4.9%	4.4%	6.5%

Continuous Progress Status: Not Achieved
System Enrollment of First-Time Freshmen: 8.0%
Campus Diversity Factor: +0

2. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	99-00	00-01	01-02	02-03	Objective
African-American	1	0	1	0	---
Total (AA+W)	10	9	8	12	---
%African-American	10.0%	0.0%	12.5%	0.0%	5.0%

Continuous Progress Status: Not Achieved

3. Employment of African-Americans as Faculty

	99-00	00-01	01-02	02-03	Objective
African-American	3	1	2	3	---
Total (AA+W)	87	92	102	109	---
%African-American	3.4%	1.0%	2.0%	2.8%	3.0%

Continuous Progress Status: Achieved

4. Employment of African-Americans as Other Professionals

	99-00	00-01	01-02	02-03	Objective
African-American	3	3	4	4	---
Total (AA+W)	39	42	45	46	---
%African-American	7.7%	7.1%	8.9%	8.7%	4.0%

Continuous Progress Status: Achieved

MCC and MTC information is combined for 1999-2003.

DEGREE PROGRAM ELIGIBILITY STATUS: QUANTITATIVE WAIVER
INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 2 of 4 OBJECTIVES
Based on Academic Year 2002-2003

INSTITUTION: Maysville Community College
Degree Program Eligibility Status for Calendar Year 2004

1. Kentucky Resident African-American Undergraduate Enrollments

	F99	F00	F01	F02	Objective
African-American	52	32	44	30	----
% of Total	4.4%	2.8%	3.5%	2.1%	4.0%

Continuous Progress Status: Not Achieved
System Enrollment of First-Time Freshmen: 8.0%
Campus Diversity Factor: +0

2. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	99-00	00-01	01-02	02-03	Objective
African-American	0	0	0	0	---
Total (AA+W)	7	7	7	8	---
%African-American	0.0%	0.0%	0.0%	0.0%	5.0%

Continuous Progress Status: Not Achieved

3. Employment of African-Americans as Faculty

	99-00	00-01	01-02	02-03	Objective
African-American	2	3	3	2	---
Total (AA+W)	40	44	47	49	---
%African-American	5.0%	6.8%	6.4%	4.1%	3.0%

Continuous Progress Status: Achieved

4. Employment of African-Americans as Other Professionals

	99-00	00-01	01-02	02-03	Objective
African-American	0	0	0	0	---
Total (AA+W)	15	15	18	18	---
%African-American	0.0%	0.0%	0.0%	0.0%	4.0%

Continuous Progress Status: Not Achieved

DEGREE PROGRAM ELIGIBILITY STATUS: QUALITATIVE WAIVER
INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 1 of 4 OBJECTIVES
Based on Academic Year 2002-2003

INSTITUTION: Owensboro Community and Technical College

The District includes Owensboro Community College and Owensboro Technical College

Degree Program Eligibility Status for Calendar Year 2004**1. Kentucky Resident African-American Undergraduate Enrollments**

	F99	F00	F01	F02	Objective
African-American	80	84	122	155	----
% of Total	2.9%	2.7%	2.8%	3.8%	2.5%

Continuous Progress Status: Achieved
System Enrollment of First-Time Freshmen: 8.0%
Campus Diversity Factor: +0

2. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	99-00	00-01	01-02	02-03	Objective
African-American	0	0	0	0	---
Total (AA+W)	12	9	8	11	---
%African-American	0.0%	0.0%	0.0%	0.0%	5.0%

Continuous Progress Status: Not Achieved

3. Employment of African-Americans as Faculty

	99-00	00-01	01-02	02-03	Objective
African-American	3	2	3	3	---
Total (AA+W)	89	89	88	94	---
%African-American	3.4%	2.2%	3.4%	3.2%	3.0%

Continuous Progress Status: Achieved

4. Employment of African-Americans as Other Professionals

	99-00	00-01	01-02	02-03	Objective
African-American	0	0	1	1	---
Total (AA+W)	25	30	44	49	---
%African-American	0.0%	0.0%	2.3%	2.0%	1.0%

Continuous Progress Status: Achieved

District information is combined for 1999-2003.

DEGREE PROGRAM ELIGIBILITY STATUS: AUTOMATIC

INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 3 of 4 OBJECTIVES

Based on Academic Year 2002-2003

INSTITUTION: Rowan Technical College
Degree Program Eligibility Status for Calendar Year 2004

1. Kentucky Resident African-American Undergraduate Enrollments

	Base Year	F00	F01	F02	Objective
African-American	2	49	12	20	----
% of Total	1.2%	8.7%	1.6%	2.5%	1.9%

Progress Status: Achieved
System Enrollment of First-Time Freshmen: 8.0%
Campus Diversity Factor: +0

2. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	Base Year	00-01	01-02	02-03	Objective
African-American	0	0	0	0	---
Total (AA+W)	1	4	5	5	---
%African-American	0.0%	0.0%	0.0%	0.0%	5.0%

Progress Status: Not Achieved

3. Employment of African-Americans as Faculty

	Base Year	00-01	01-02	02-03	Objective
African-American	0	0	0	0	---
Total (AA+W)	27	24	30	33	---
%African-American	0.0%	0.0%	0.0%	0.0%	3.0%

Progress Status: Not Achieved

4. Employment of African-Americans as Other Professionals

	Base Year	00-01	01-02	02-03	Objective
African-American	0	0	0	0	---
Total (AA+W)	7	5	3	6	---
%African-American	0.0%	0.0%	0.0%	0.0%	3.5%

Progress Status: Not Achieved

DEGREE PROGRAM ELIGIBILITY STATUS: QUALITATIVE WAIVER
INSTITUTION SHOWED PROGRESS IN: 1 of 4 OBJECTIVES
Based on Academic Year 2002-2003

INSTITUTION: Somerset Community College

Somerset Community College includes Somerset Technical, and Laurel Technical Colleges
Degree Program Eligibility Status for Calendar Year 2004

1. Kentucky Resident African-American Undergraduate Enrollments

	F99	F00	F01	F02	Objective
African-American	22	35	42	47	----
% of Total	0.69%	1.0%	.94%	1.0%	0.7%

Continuous Progress Status: Achieved
System Enrollment of First-Time Freshmen: 8.0%
Campus Diversity Factor: +0

2. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	99-00	00-01	01-02	02-03	Objective
African-American	0	0	0	0	---
Total (AA+W)	14	11	12	9	---
%African-American	0.0%	0.0%	0.0%	0.0%	5.0%

Continuous Progress Status: Not Achieved

3. Employment of African-Americans as Faculty

	99-00	00-01	01-02	02-03	Objective
African-American	6	4	4	2	---
Total (AA+W)	124	123	126	104	---
%African-American	4.8%	3.3%	3.2%	1.9%	3.0%

Continuous Progress Status: Not Achieved

4. Employment of African-Americans as Other Professionals

	99-00	00-01	01-02	02-03	Objective
African-American	1	2	1	1	---
Total (AA+W)	32	36	39	30	---
%African-American	3.1%	5.6%	2.6%	3.3%	3.0%

Continuous Progress Status: Achieved

SCC, STC and Laurel TC information is combined for 1999-2003.

DEGREE PROGRAM ELIGIBILITY STATUS: QUANTITATIVE WAIVER
INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 2 of 4 OBJECTIVES
Based on Academic Year 2002-2003

INSTITUTION: Southeast Community College
Southeast Community College includes Cumberland Valley Technical College
Degree Program Eligibility Status for Calendar Year 2004

1. Kentucky Resident African-American Undergraduate Enrollments

	F99	F00	F01	F02	Objective
African-American	65	65	79	89	----
% of Total	2.3%	2.4%	2.7%	3.0	2.1%

Continuous Progress Status: Achieved
System Enrollment of First-Time Freshmen: 8.0%
Campus Diversity Factor: +0

2. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	99-00	00-01	01-02	02-03	Objective
African-American	1	0	0	0	---
Total (AA+W)	18	13	8	16	---
%African-American	5.6%	0.0%	0.0%	0.0%	5.0%

Continuous Progress Status: Not Achieved

3. Employment of African-Americans as Faculty

	99-00	00-01	01-02	02-03	Objective
African-American	2	4	4	4	---
Total (AA+W)	114	120	117	120	---
%African-American	1.8%	3.3%	3.4%	3.3%	3.0%

Continuous Progress Status: Achieved

4. Employment of African-Americans as Other Professionals

	99-00	00-01	01-02	02-03	Objective
African-American	0	0	0	1	---
Total (AA+W)	32	36	44	44	---
%African-American	0.0%	0.0%	0.0%	2.3%	3.0%

Continuous Progress Status: Achieved

SECC and CVTC information is combined for 1999- 2003.

DEGREE PROGRAM ELIGIBILITY STATUS: AUTOMATIC
INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 3 of 4 OBJECTIVES
Based on Academic Year 2002-2003

INSTITUTION: West Kentucky Community and Technical College
The District includes West Kentucky Community College and Paducah Community College
Degree Program Eligibility Status for Calendar Year 2004

1. Kentucky Resident African-American Undergraduate Enrollments

	F99	F00	F01	F02	Objective
African-American	212	353	396	338	----
% of Total	6.1%	8.7%	8.2%	7.1%	5.9%

Continuous Progress Status: Achieved
System Enrollment of First-Time Freshmen: 8.0%
Campus Diversity Factor: +0

2. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	99-00	00-01	01-02	02-03	Objective
African-American	2	1	1	1	---
Total (AA+W)	15	7	9	8	---
%African-American	13.3%	14.3%	11.1%	12.5%	5.0%

Continuous Progress Status: Achieved

3. Employment of African-Americans as Faculty

	99-00	00-01	01-02	02-03	Objective
African-American	7	8	7	6	---
Total (AA+W)	116	120	130	128	---
%African-American	6.0%	6.7%	5.4%	4.7%	3.0%

Continuous Progress Status: Achieved

4. Employment of African-Americans as Other Professionals

	99-00	00-01	01-02	02-03	Objective
African-American	1	4	5	4	---
Total (AA+W)	31	39	44	38	---
%African-American	3.2%	10.3%	11.4%	10.5%	5.0%

Continuous Progress Status: Achieved

District Information is combined for 1999- 2003.

DEGREE PROGRAM ELIGIBILITY STATUS: AUTOMATIC
INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 4 of 4 OBJECTIVES
Based on Academic Year 2002-2003

University of Kentucky-Lexington Community College

INSTITUTION: University of Kentucky - Lexington Community College
Degree Program Eligibility Status for Calendar Year 2004

1. Kentucky Resident African-American Undergraduate Enrollments

	F99	F00	F01	F02	Objective
African-American	575	712	806	880	----
% of Total	9.8%	11.1%	11.4%	11.7%	7.9%

Continuous Progress Status: Achieved
System Enrollment of First-Time Freshmen: 8.0%
Campus Diversity Factor: +5

2. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	99-00	00-01	01-02	02-03	Objective
African-American	0	0	0	0	---
Total (AA+W)	7	9	9	9	---
%African-American	0.0%	0.0%	0.0%	0.0%	5.0%

Continuous Progress Status: Not Achieved

3. Employment of African-Americans as Faculty

	99-00	00-01	01-02	02-03	Objective
African-American	14	14	14	13	---
Total (AA+W)	147	157	151	153	---
%African-American	9.5%	8.9%	9.3%	8.5%	3.0%

Continuous Progress Status: Achieved

4. Employment of African-Americans as Other Professionals

	99-00	00-01	01-02	02-03	Objective
African-American	9	11	11	8	---
Total (AA+W)	36	46	47	47	---
%African-American	25.0%	23.9%	23.4%	17.0%	4.5%

Continuous Progress Status: Achieved

DEGREE PROGRAM ELIGIBILITY STATUS: AUTOMATIC
INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 3 of 4 OBJECTIVES
Based on Academic Year 2002-2003

Universities

INSTITUTION: Eastern Kentucky University
Degree Program Eligibility Status for Calendar Year 2004

1. Kentucky Resident African-American Undergraduate Enrollments

	F99	F00	F01	F02	Objective
African-American	541	510	542	478	----
% of Total	4.5%	4.3%	4.8%	4.3%	4.5%

Continuous Progress Status: Not Achieved
System Enrollment of First-Time Freshmen: 8.0%
Campus Diversity Factor: +21

2. Retention of First-Year Kentucky Resident Students

	F99/F00	F00/F01	F01/F02	F02/F03	Objective
African-American	57 of 101 56.4%	58 of 87 66.7%	51 of 80 63.8 %	37 of 72 51.4%	57.1%
White	1,232 of 1,935 63.7%	1,150 of 1,805 63.7%	1,067 of 1,688 63.2 %	1,181 of 1,798 65.7%	57.1%

Continuous Progress Status: Not Achieved

3. Retention of all Kentucky Resident Undergraduate Students

	F99/F00	F00/F01	F01/F02	F02/F03	Objective
African-American	300 of 468 64.1%	323 of 478 67.6%	318 of 461 69.0%	301 of 422 71.3%	70.6%
White	7,806 of 10,777 72.4%	7,965 of 10,649 74.8%	7,221 of 9,707 74.3%	7,498 of 9,782 76.6%	70.6%

Continuous Progress Status: Achieved

4. Six-Year Graduation Rate for Degree-Seeking Kentucky Residents – Fall 1997 Cohort

	99-00	00-01	01-02	02-03	Objective
African-American	13 of 100 13.0%	13 of 67 19.4%	11 of 74 14.9%	27 of 94 28.7%	-- 32.8%
White	540 of 1,604 33.7%	723 of 1,724 41.9%	575 of 1,531 37.6%	626 of 1,583 39.5%	32.8%

Continuous Progress Status: Achieved

Eastern Kentucky University – Degree Program Eligibility Status for Calendar Year 2004
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5. Kentucky Resident Graduate Student Enrollments

	F99	F00	F01	F02	Objective
African-American	40	44	34	49	---
Total (AA+W)	1,753	1,606	1,684	1,987	---
%African-American	2.3%	2.7%	2.0%	2.5%	3.4%

Continuous Progress Status: Achieved

6. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	99-00	00-01	01-02	02-03	Objective
African-American	10	10	7	8	---
Total (AA+W)	137	127	130	153	---
%African-American	7.3%	7.9%	5.4%	5.2%	5.0%

Continuous Progress Status: Achieved

7. Employment of African-Americans as Faculty

	99-00	00-01	01-02	02-03	Objective
African-American	34	27	16	24	---
Total (AA+W)	662	624	608	615	---
%African-American	5.1%	4.3%	2.6%	3.9%	4.0%

Continuous Progress Status: Achieved

8. Employment of African-Americans as Other Professionals

	99-00	00-01	01-02	02-03	Objective
African-American	20	22	36	35	---
Total (AA+W)	378	442	458	495	---
%African-American	5.3%	5.0%	7.9%	7.1%	5.0%

Continuous Progress Status: Achieved

DEGREE PROGRAM ELIGIBILITY STATUS: AUTOMATIC
INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 6 of 8 OBJECTIVES
Based on Academic Year 2002-2003

INSTITUTION: Kentucky State University
Degree Program Eligibility Status for Calendar Year 2004

1. Kentucky Resident African-American Undergraduate Enrollments

	F99	F00	F01	F02	Objective
African-American	770	657	700	633	----
% of Total	49.0%	47.5%	51.4%	49.1%	37.6%

Continuous Progress Status: Achieved
System Enrollment of First-Time Freshmen: 8.0%
Campus Diversity Factor: +21

2. Retention of First-Year Kentucky Resident Students

	F99/F00	F00/F01	F01/F02	F02/F03	Objective
African-American	82 of 149 55.0%	66 of 94 70.2%	67 of 131 51.1%	63 of 104 60.6%	52.2%
White	36 of 72 50%	43 of 66 65.2%	36 of 66 54.5%	37 of 62 59.7%	52.2%

Continuous Progress Status: Achieved

3. Retention of all Kentucky Resident Undergraduate Students

	F99/F00	F00/F01	F01/F02	F02/F03	Objective
African-American	470 of 743 63.3%	455 of 602 75.6%	445 of 668 66.6%	438 of 610 71.8%	66.1%
White	414 of 622 66.6%	376 of 527 71.3%	376 of 523 71.9%	374 of 540 69.3%	66.1%

Continuous Progress Status: Achieved

4. Six-Year Graduation Rate for Degree-Seeking Kentucky Residents – Fall 1997 Cohort

	99-00	00-01	01-02	02-03	Objective
African-American	20 of 56 35.7%	43 of 117 36.8%	47 of 150 31.3%	13 of 61 21.3%	25.4%
White	14 of 49 28.6%	17 of 52 32.7%	17 of 54 31.5%	15 of 47 31.9%	25.4%

Continuous Progress Status: Not Achieved

Kentucky State University – Degree Program Eligibility Status for Calendar Year 2004
Page 2

5. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	99-00	00-01	01-02	02-03	Objective
African-American	31	29	41	31	---
Total (AA+W)	42	38	53	40	---
%African-American	73.8%	76.3%	77.4%	77.5%	62.9%

Continuous Progress Status: Achieved

6. Employment of African-Americans as Faculty

	99-00	00-01	01-02	02-03	Objective
African-American	35	36	64	45	---
Total (AA+W)	101	96	134	120	---
%African-American	34.7%	37.5%	47.8%	37.5%	40%

Continuous Progress Status: Not Achieved

7. Employment of African-Americans as Other Professionals

	99-00	00-01	01-02	02-03	Objective
African-American	61	55	72	96	---
Total (AA+W)	107	104	123	158	---
%African-American	57.0%	52.9%	58.5%	60.8%	53%

Continuous Progress Status: Achieved

DEGREE PROGRAM ELIGIBILITY STATUS: AUTOMATIC
INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 5 of 7 OBJECTIVES
Based on Academic Year 2002-2003

INSTITUTION: Morehead State University
Degree Program Eligibility Status for Calendar Year 2004

1. Kentucky Resident African-American Undergraduate Enrollments

	F99	F00	F01	F02	Objective
African-American	222	187	212	204	----
% of Total	3.8%	3.3%	3.5%	3.2%	1.7%

Continuous Progress Status: Achieved
System Enrollment of First-Time Freshmen: 8.0%
Campus Diversity Factor: ±5

2. Retention of First-Year Kentucky Resident Students

	F99/F00	F00/F01	F01/F02	F02/F03	Objective
African-American	24 of 45 53.3%	20 of 28 71.4%	32 of 46 69.6%	31 of 51 60.8%	71.1%
White	698 of 1,113 62.7%	744 of 1,092 68.1%	812 of 1,209 67.2%	792 of 1,151 68.8%	71.1%

Continuous Progress Status: Not Achieved

3. Retention of all Kentucky Resident Undergraduate Students

	F99/F00	F00/F01	F01/F02	F02/F03	Objective
African-American	139 of 206 67.5%	151 of 182 83.0%	144 of 207 69.6%	141 of 198 71.2%	74.3%
White	3,894 of 5,325 73.1%	4,033 of 5,244 76.9%	4,251 of 5,557 76.5%	4,442 of 5,729 77.5%	74.3%

Continuous Progress Status: Not Achieved

4. Six-Year Graduation Rate for Degree-Seeking Kentucky Residents – Fall 1997 Cohort

	99-00	00-01	01-02	F02/03	Objective
African-American	8 of 24 33.3%	9 of 20 45.0%	11 of 34 32.4%	11 of 26 42.3%	40.3%
White	255 of 590 43.2%	362 of 744 48.7%	412 of 877 47.0%	323 of 688 46.9%	40.3%

Continuous Progress Status: Achieved

Morehead State University – Degree Program Eligibility Status for Calendar Year 2004
Page 2

5. Kentucky Resident Graduate Student Enrollments

	F99	00-01	01-02	02-03	Objective
African-American	13	8	12	10	---
Total (AA+W)	1,410	1,382	1,529	1,468	---
%African-American	0.9%	0.6%	0.8%	0.7%	1.3%

Continuous Progress Status: Not Achieved

6. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	99-00	00-01	01-02	02-03	Objective
African-American	2	2	2	2	---
Total (AA+W)	51	47	49	53	---
%African-American	3.9%	4.3%	4.1%	3.8%	3.9%

Continuous Progress Status: Not Achieved

7. Employment of African-Americans as Faculty

	99-00	00-01	01-02	02-03	Objective
African-American	9	10	11	8	---
Total (AA+W)	307	309	325	335	---
%African-American	2.9%	3.2%	3.4%	2.4%	3.5%

Continuous Progress Status: Not Achieved

8. Employment of African-Americans as Other Professionals

	99-00	00-01	01-02	02-03	Objective
African-American	11	9	10	10	---
Total (AA+W)	267	272	304	314	---
%African-American	4.1%	3.3%	3.3%	3.2%	3.8%

Continuous Progress Status: Not Achieved

DEGREE PROGRAM ELIGIBILITY STATUS: QUALITATIVE WAIVER
INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 2 of 8 OBJECTIVES
Based on Academic Year 2002-2003

INSTITUTION: Murray State University
Degree Program Eligibility Status for Calendar Year 2004

1. Kentucky Resident African-American Undergraduate Enrollments

	F99	F00	F01	F02	Objective
African-American	307	332	326	325	----
% of Total	5.9%	6.4%	6.0%	5.8%	6.0%

Continuous Progress Status: Achieved
System Enrollment of First-Time Freshmen: 8.0%
Campus Diversity Factor: +19

2. Retention of First-Year Kentucky Resident Students

	F99/F00	F00/F01	F01/F02	F02/F03	Objective
African-American	38 of 60 63.3%	40 of 64 62.5%	29 of 40 72.5%	38 of 63 60.3%	65.8%
White	513 of 720 71.3%	554 of 764 72.5%	615 of 893 68.9%	607 of 885 68.6%	65.8%

Continuous Progress Status: Achieved

3. Retention of all Kentucky Resident Undergraduate Students

	F99/F00	F00/F01	F01/F02	F02/F03	Objective
African-American	238 of 310 79.1%	248 of 322 77.0%	233 of 315 74.0%	223 of 300 74.3%	77.8%
White	3,813 of 4,706 81.0%	3,789 of 4,631 81.8%	3,957 of 4,817 82.1%	3,969 of 4,873 81.5%	77.8%

Continuous Progress Status: Not Achieved

4. Six-Year Graduation Rate for Degree-Seeking Kentucky Residents – Fall 1997 Cohort

	99-00	00-01	01-02	02-03	Objective
African-American	13 of 33 39.4%	19 of 28 67.9%	21 of 44 47.7%	15 of 32 46.9%	48.7%
White	290 of 569 51.0%	449 of 773 58.1%	540 of 904 59.7%	343 of 547 62.7%	48.7%

Continuous Progress Status: Not Achieved

Murray State University – Degree Program Eligibility Status for Calendar Year 2004
Page 2

5. Kentucky Resident Graduate Student Enrollments

	F99	F00	F01	F02	Objective
African-American	72	55	60	87	---
Total (AA+W)	1,264	1,238	1,297	1,330	---
%African-American	5.7%	4.4%	4.6%	6.5%	4.7%

Continuous Progress Status: Achieved

6. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	99-00	00-01	01-02	02-03	Objective
African-American	6	7	6	6	---
Total (AA+W)	52	52	54	55	---
%African-American	11.5%	13.5%	11.1%	10.9%	6.0%

Continuous Progress Status: Achieved

7. Employment of African-Americans as Faculty

	99-00	00-01	01-02	02-03	Objective
African-American	13	11	10	12	---
Total (AA+W)	383	381	376	395	---
%African-American	3.4%	2.9%	2.7%	3.0%	5.0%

Continuous Progress Status: Achieved

8. Employment of African-Americans as Other Professionals

	99-00	00-01	01-02	02-03	Objective
African-American	14	11	13	15	---
Total (AA+W)	215	219	222	225	---
%African-American	6.5%	5.0%	5.9%	6.7%	6.0%

Continuous Progress Status: Achieved

DEGREE PROGRAM ELIGIBILITY STATUS: AUTOMATIC
INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 6 of 8 OBJECTIVES
Based on Academic Year 2002-2003

INSTITUTION: Northern Kentucky University
Degree Program Eligibility Status for Calendar Year 2004

1. Kentucky Resident African-American Undergraduate Enrollments

	F99	F00	F01	F02	Objective
African-American	223	238	316	363	----
% of Total	2.8%	2.9%	3.8%	4.1%	1.5%

Continuous Progress Status: Achieved
System Enrollment of First-Time Freshmen: 8.0%
Campus Diversity Factor: +12

2. Retention of First-Year Kentucky Resident Students

	F99/F00	F00/F01	F01/F02	F02/F03	Objective
African-American	32 of 54 59.3%	35 of 59 59.3%	49 of 71 69.0%	43 of 86 50.0%	61.7%
White	939 of 1,442 65.1%	909 of 1,383 65.7%	961 of 1,400 68.6%	957 of 1,493 64.1%	61.7%

Continuous Progress Status: Not Achieved

3. Retention of all Kentucky Resident Undergraduate Students

	F99/F00	F00/F01	F01/F02	F02/F03	Objective
African-American	131 of 205 63.9%	164 of 225 72.9%	202 of 288 70.1%	212 of 328 64.6%	68.3%
White	5,354 of 7,228 74.1%	5,531 of 7,352 75.2%	5,734 of 7,512 76.3%	5,855 of 7,965 73.5%	68.3%

Continuous Progress Status: Achieved

4. Six-Year Graduation Rate for Degree-Seeking Kentucky Residents – Fall 1997 Cohort

	99-00	00-01	01-02	02-03	Objective
African-American	3 of 8 37.5%	3 of 10 30.0%	7 of 11 63.6%	3 of 13 23.0%	30.3%
White	230 of 569 40.4%	309 of 717 43.1%	294 of 721 40.8%	274 of 721 38.0%	30.3%

Continuous Progress Status: Not Achieved

Northern Kentucky University – Degree Program Eligibility Status for Calendar Year 2004
Page 2

5. Kentucky Resident Graduate Student Enrollments

	F99	F00	F01	F02	Objective
African-American	5	7	13	15	---
Total (AA+W)	590	643	634	730	---
%African-American	0.8%	1.1%	2.1%	2.1%	1.0%

Continuous Progress Status: Achieved

6. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	99-00	00-01	01-02	02-03	Objective
African-American	4	4	4	2	---
Total (AA+W)	58	60	63	65	---
%African-American	6.9%	6.7%	6.3%	3.1%	5.8%

Continuous Progress Status: Not Achieved

7. Employment of African-Americans as Faculty

	99-00	00-01	01-02	02-03	Objective
African-American	19	19	22	26	---
Total (AA+W)	396	420	456	470	---
%African-American	4.8%	4.5%	4.8%	5.5%	4.6%

Continuous Progress Status: Achieved

8. Employment of African-Americans as Other Professionals

	99-00	00-01	01-02	02-03	Objective
African-American	14	16	21	20	---
Total (AA+W)	243	246	283	285	---
%African-American	5.8%	6.5%	7.4%	7.0%	4.8%

Continuous Progress Status: Achieved

DEGREE PROGRAM ELIGIBILITY STATUS: QUANTITATIVE WAIVER
INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 5 of 8 OBJECTIVES
Based on Academic Year 2002-2003

INSTITUTION: University of Kentucky
Degree Program Eligibility Status for Calendar Year 2004

1. Kentucky Resident African-American Undergraduate Enrollments

	F99	F00	F01	F02	Objective
African-American	850	891	832	792	----
% of Total	6.1%	6.4%	5.9%	5.4%	7.0%

Continuous Progress Status: Not Achieved
System Enrollment First Time Freshmen: 8.0%
Campus Diversity Factor: +26

2. Retention of First-Year Kentucky Resident Students

	F99/F00	F00/F01	F01/F02	F02/F03	Objective
African-American	110 of 141 78.0%	134 of 171 78.4%	97 of 123 78.9%	107 of 135 79.3%	77.6%
White	1,700 of 2,107 80.7%	1,675 of 2,148 78.0%	1,884 of 2,371 79.5%	2,135 of 2,756 77.5%	77.6%

Continuous Progress Status: Achieved

3. Retention of all Kentucky Resident Undergraduate Students

	F99/F00	F00/F01	F01/F02	F02/F03	Objective
African-American	666 of 828 80.4%	695 of 864 80.4%	658 of 810 81.2%	635 of 771 82.4%	78.9%
White	10,638 of 12,696 83.8%	10,490 of 12,720 82.5%	11,018 of 12,973 84.9%	11,380 of 13,567 83.9%	78.9%

Continuous Progress Status: Achieved

4. Six-Year Graduation Rate for Degree-Seeking Kentucky Residents – Fall 1997 Cohort

	99-00	00-01	01-02	02-03	Objective
African-American	57 of 144 39.6%	67 of 169 39.6%	85 of 183 46.4%	91 of 172 52.9%	57.5%
White	1,143 of 1,803 63.4%	1,395 of 2,304 60.5%	1,466 of 2,329 62.9%	1,292 of 1,933 66.8%	57.5%

Continuous Progress Status: Achieved

University of Kentucky - Degree Program Eligibility Status for Calendar Year 2004
Page 2

5. Kentucky Resident Graduate Student Enrollments

	F99	F00	F01	F02	Objective
African-American	165	168	221	228	---
Total (AA+W)	2,784	2,832	3,203	3,302	---
%African-American	5.9%	5.9%	6.9%	6.9%	5.3%

Continuous Progress Status: Achieved

6. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	99-00	00-01	01-02	02-03	Objective
African-American	15	15	14	12	---
Total (AA+W)	385	395	382	336	---
%African-American	3.9%	3.8%	3.7%	3.6%	5.0%

Continuous Progress Status: Not Achieved

7. Employment of African-Americans as Faculty

	99-00	00-01	01-02	02-03	Objective
African-American	62	60	57	66	---
Total (AA+W)	1,740	1,728	1,677	1,696	---
%African-American	3.6%	3.5%	3.4%	3.9%	3.0%

Continuous Progress Status: Achieved

8. Employment of African-Americans as Other Professionals

	99-00	00-01	01-02	02-03	Objective
African-American	121	139	105	106	---
Total (AA+W)	3,526	3,651	3,698	2,460	---
%African-American	3.4%	3.8%	2.8%	4.3%	5.0%

Continuous Progress Status: Achieved

DEGREE PROGRAM ELIGIBILITY STATUS: Automatic
INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 6 of 8 OBJECTIVES
Based on Academic Year 2002-2003

INSTITUTION: University of Louisville
Degree Program Eligibility Status for Calendar Year 2004

1. Kentucky Resident African-American Undergraduate Enrollments

	F99	F00	F01	F02	Objective
African-American	1,719	1,714	1,708	1,829	----
% of Total	13.6%	14.1%	14.3%	14.9%	16.6%

Continuous Progress Status: Achieved
System Enrollment First Time Freshmen: 8.0%
Campus Diversity Factor: +19

2. Retention of First-Year Kentucky Resident Students

	F99/00	F00/F01	F01/F02	F02/F03	Objective
African-American	248 of 317 78.2%	233 of 317 73.5%	238 of 303 78.5%	224 of 285 78.6%	72.6%
White	1,198 of 1,696 70.6%	1,162 of 1,664 69.8%	1,245 of 1,671 74.5%	1,234 of 1,631 75.7%	72.6%

Continuous Progress Status: Achieved

3. Retention of all Kentucky Resident Undergraduate Students

	F99/F00	F00/F01	F01/F02	F02/F03	Objective
African-American	1,087 of 1,568 69.3%	1,089 of 1,572 69.3%	1,143 of 1,541 74.2%	1,224 of 1,601 76.4%	72.3%
White	7,254 of 9,797 74.0%	7030 of 9,282 75.7%	7,255 of 9,195 78.9%	7,305 of 9,258 78.9%	72.3%

Continuous Progress Status: Achieved

4. Six-Year Graduation Rate for Degree-Seeking Kentucky Residents – Fall 1997 Cohort

	99-00	00-01	01-02	02-03	Objective
African-American	53 of 143 37.1%	54 of 156 34.6%	46 of 125 36.8%	46 of 110 41.8%	34.1%
White	430 of 988 43.5%	496 of 1,089 45.5%	508 of 1,153 44.1%	500 of 1,083 46.2%	34.1%

Continuous Progress Status: Achieved

University of Louisville – Degree Program Eligibility Status for Calendar Year 2004
Page 2

5. Kentucky Resident Graduate Student Enrollments

	F99	F00	F01	F02	Objective
African-American	293	266	227	313	---
Total (AA+W)	3,072	3,046	2,964	3,220	---
%African-American	9.5%	8.7%	7.7%	9.7%	8.6%

Continuous Progress Status: Achieved

6. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	99-00	00-01	01-02	02-03	Objective
African-American	19	23	30	33	---
Total (AA+W)	221	235	274	278	---
%African-American	8.6%	9.8%	10.9%	11.9%	8.0%

Continuous Progress Status: Achieved

7. Employment of African-Americans as Faculty

	99-00	00-01	01-02	02-03	Objective
African-American	57	63	62	61	---
Total (AA+W)	1,083	1,085	1,117	1,102	---
%African-American	5.3%	5.8%	5.6%	5.5%	7.0%

Continuous Progress Status: Not Achieved

8. Employment of African-Americans as Other Professionals

	99-00	00-01	01-02	02-03	Objective
African-American	88	95	92	103	---
Total (AA+W)	914	966	1,029	1,067	---
%African-American	9.6%	9.8%	8.9%	9.7%	10.4%

Continuous Progress Status: Achieved

DEGREE PROGRAM ELIGIBILITY STATUS: AUTOMATIC
INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 7 of 8 OBJECTIVES
QUANTATIVE WAIVER GRANTED TO THIS INSTITUTION IN: CALANDAR YEAR 2003
Based on Academic Year 2002-2003

INSTITUTION: Western Kentucky University
Degree Program Eligibility Status for Calendar Year 2004

1. Kentucky Resident African-American Undergraduate Enrollments

	F99	F00	F01	F02	Objective
African-American	797	862	953	1,024	----
% of Total	7.4%	7.8%	8.3%	8.3%	7.0%

Continuous Progress Status: Achieved
System Enrollment First Time Freshmen: 8.0%
Campus Diversity Factor: +50

2. Retention of First-Year Kentucky Resident Students

	F99/F00	F00/F01	F01/F02	F02/F03	Objective
African-American	129 of 181 71.3%	152 of 222 68.5%	161 of 238 67.6%	148 of 234 63.2%	65.9%
White	1,336 of 1,929 69.3%	1,312 of 1,884 69.6%	1,407 of 1,950 72.2%	1,518 of 2,126 71.4%	65.9%

Continuous Progress Status: Not Achieved

3. Retention of all Kentucky Resident Undergraduate Students

	F99/F00	F00/F01	F01/F02	F02/F03	Objective
African-American	581 of 778 74.7%	624 of 843 74.0%	693 of 932 74.4%	695 of 991 70.2%	74.5%
White	7,412 of 9,512 77.9%	7,588 of 9,683 78.4%	8,119 of 10,038 80.9%	8,419 of 10,623 79.4%	74.5%

Continuous Progress Status: Achieved

4. Six-Year Graduation Rate for Degree-Seeking Kentucky Residents – Fall 1997 Cohort

	99-00	00-01	01-02	02-03	Objective
African-American	27 of 97 27.8%	71 of 178 39.9%	54 of 167 32.3%	35 of 115 30.4%	44.1%
White	1,143 of 1,803 63.4%	1,395 of 2,304 60.5%	807 of 1,741 46.4%	701 of 1,393 50.3%	44.1%

Continuous Progress Status: Not Achieved

Western Kentucky University of - Degree Program Eligibility Status for Calendar Year 2004
Page 2

5. Kentucky Resident Graduate Student Enrollments

	F99	F00	F01	F02	Objective
African-American	71	80	80	76	---
Total (AA+W)	1,929	1,936	1,925	1,979	---
%African-American	3.7%	4.1%	4.2%	3.8%	5.2%

Continuous Progress Status: Not Achieved

6. Employment of African-Americans in Executive, Administrative, and Managerial Positions

	99-00	00-01	01-02	02-03	Objective
African-American	5	6	7	7	---
Total (AA+W)	81	84	86	93	---
%African-American	6.2%	7.1%	8.1%	7.5%	5.0%

Continuous Progress Status: Achieved

7. Employment of African-Americans as Faculty

	99-00	00-01	01-02	02-03	Objective
African-American	28	32	32	33	---
Total (AA+W)	536	540	571	585	---
%African-American	5.2%	5.9%	5.6%	5.6%	3.8%

Continuous Progress Status: Achieved

8. Employment of African-Americans as Other Professionals

	99-00	00-01	01-02	02-03	Objective
African-American	38	37	35	37	---
Total (AA+W)	319	333	349	399	---
%African-American	11.9%	11.1%	10.0%	9.3%	5.6%

Continuous Progress Status: Achieved

DEGREE PROGRAM ELIGIBILITY STATUS: QUANTITATIVE WAIVER
INSTITUTION SHOWED CONTINUOUS PROGRESS IN: 5 of 8 OBJECTIVES
Based on Academic Year 2002-2003

Program Eligibility Waiver Process
13 KAR 2:060

Council on Postsecondary Education
Committee on Equal Opportunities
June 26, 2002

Process for Granting a Waiver
Template for Waiver Materials Submission

Action: The staff recommends that the committee adopt the template for submitting institutional requests for a qualitative waiver.

The Committee on Equal Opportunities appointed a subcommittee to review the waiver provisions of SB 398 and report its findings to the committee at the February 2002 meeting. The subcommittee's recommendations were adopted.

The subcommittee was then asked to develop a template that would be used by institutions to submit requests to the committee for a qualitative waiver. The recommended template is included as Attachment A. The committee recommendations are included as Attachment B.

Staff preparation by Rana Johnson and Sherron Jackson

Committee on Equal Opportunities
Template for Submitting the Request for a Waiver

1. Identify the objectives on which the institution failed to make progress.	
2. Identify the specific actions the institution took to meet the objectives identified in #1.	
3. Discuss whether the institution implemented new strategies when the approaches (listed in item #2) were unsuccessful.	
4. Describe the new strategies the institution plans to implement, to meet the failed objectives (identified in #1).	
5. Identify and discuss the "best practices" used for those objectives the institution made continuous progress in?	6. Identify the new academic programs the institution will implement if a waiver is granted.
7. Describe how the new academic program(s) (identified in #6) will assist the institution to meet its objectives.	8. When was the institution last granted a waiver? Identify the objectives not achieved at that time.
9. When the institution was granted the waiver (identified in #8), what new strategies were offered? Which achieved success? Which did not produce results?	10. Were there strategies identified in #8 that were not implemented? Discuss why they were not implemented.

Adopted June 25, 2002

(Revised 6/25/02)

Committee on Equal Opportunities Process For Granting of Qualitative Waivers

The Committee on Equal Opportunities adopted the following process for reviewing requests by institutions to be granted a qualitative waiver.

- The CEO may have a study session on the Sunday afternoon prior to a regular meeting.
- Council staff should include a comparative summary of institutional performance and status of recommendations from campus visits.
- The institutions' written request for a waiver will be included in the agenda.
- A template has been developed for institutional submission for a waiver request.

As part of the waiver review process, ask requesting institutions to provide specific actions, timelines, and outcome measures rather than general information on each of the 10 items listed in 13 KAR 2:060. If an institution has received a waiver in the prior four years, require the report to include the status of the specific programs implemented to support granting of waivers in the prior years.

- Based on the strength of the information provided, the CEO may choose to act or defer action until the next meeting.
- A condition of granting a waiver should be that institutions receiving the qualitative waiver submit a status report on strategy implementation six months after the granting of a waiver.
- The CEO should give a report at each council meeting so that the issues of equity and equal educational opportunity compliance take on a more prominent role.
- The CPE should establish terms of appointment for members of the CEO.

Submission Criteria for A Quantitative Waiver of the requirements of SB 398

*Administrative Regulation 13 KAR 2:060
Section 7. Waivers.*

If an institution is not automatically eligible under Section 6 of administrative regulation 13 KAR 2:060 and is eligible for a quantitative or qualitative waiver the institution may request a one (1) year waiver which shall be either: (a) Quantitative; or (b) Qualitative.

A Quantitative Waiver may be approved by the college/university Board of Regents or Trustees. The waiver request submitted to the CPE by an institution shall include a resolution submitted approved by the institution's governing board and shall include a quantitative assessment, as appropriate, of the institution's efforts to achieve the institution's objectives as set forth in *The Kentucky Plan*.

Quantitative Waiver

A community college shall be eligible to receive a quantitative waiver if, the institution exhibits continuous progress in two (2) of four (4) objectives established in the Kentucky Plan. A university shall be eligible to receive a quantitative waiver if, the institution exhibits continuous progress in five (5) of eight (8) objectives established in the Kentucky Plan. Kentucky State University shall be eligible to receive a quantitative waiver if, the institution exhibits continuous progress in four (4) of seven (7) objectives established in the Kentucky Plan. To exercise this option the board need only submit to CPE a resolution indicating an intent to exercise it's privilege to submit new program proposals under the quantitative waiver provisions of KRS 164.020(18) for (specific institution name) institution during the calendar year (specific year identified).

The written documentation for a quantitative waiver shall include specific and quantifiable aspects of the institution's efforts to meet equal opportunity objectives including:

- (a) Commitment of funds to equal opportunity related activities
- (b) Financial aid distribution
- (c) Student services activities
- (d) High school visitations and results
- (e) Academic support services
- (f) Number of interviews granted to African-American applicants for positions
- (g) Offers of employment made that are accepted or rejected
- (h) Utilization of funds to stimulate units to improve their employment data
- (i) Special actions for units within an institution if additional efforts are required and
- (j) An evaluation of long-range data trends for those objectives that fell below expectations

An institution that has received a quantitative or qualitative waiver shall submit a new academic program under the waiver provision in the calendar year for which the waiver is granted. An institution's request for a new academic program, advanced under the authority of an approved waiver, shall be considered at the next regularly scheduled meeting of the CPE after an institution has submitted a complete program proposal. If the CPE postpones or delays action on an academic program approval, it may extend the period of consideration of a new academic program.

13 KAR 2:060. Degree program approval; equal opportunity goals.

RELATES TO: KRS 164.001, 164.020

STATUTORY AUTHORITY: KRS 164.020(18)

NECESSITY, FUNCTION, AND CONFORMITY: Responsibility for the development of a system-wide equal opportunity plan is assigned to the Council on Postsecondary Education pursuant to KRS 164.020(18). The statute connects an institution's eligibility for new academic programs to its performance in implementing equal opportunity objectives. The Council on Postsecondary Education approves the offering of academic programs at each state-supported postsecondary education institution pursuant to KRS 164.020(14) but an institution's eligibility for new academic programs is limited by the requirement of KRS 164.020(18) that an institution meet its equal opportunity objectives. The statute does grant the Council on Postsecondary Education authority to grant a temporary waiver if an institution demonstrates progress in meeting equal opportunity objectives. This administrative regulation establishes the criteria used to determine an institution's compliance with equal opportunity objectives, and for the granting of a temporary waiver to a state-supported postsecondary education institution which has not met its objectives.

Section 1. Definitions. (1) "Continuous progress" means that an institution shows an increase in the number of students or employees over the previous year for a category.

(2) "Council" is defined by KRS 164.001(7).

(3) "Goal" or "objective" means a flexible target in enrollment, retention, graduation or employment developed by the Council on Postsecondary Education and the state-supported postsecondary education institutions and included in the Kentucky Plan.

(4) "Kentucky Plan" means the "Kentucky Plan for Equal Opportunities" which is a five (5) year plan developed by the Council on Postsecondary Education.

(5) "State-supported institution" means an institution within the postsecondary education system as defined by KRS 164.001(15).

Section 2. Scope. (1) The Council on Postsecondary Education shall maintain a Kentucky Plan for Equal Opportunities to assist in ensuring equal opportunity of access to higher education for all citizens of Kentucky. The Kentucky Plan establishes flexible objectives for each state-supported postsecondary education institution in broad categories of student enrollment, retention, graduation and employment of African-Americans.

(2) Five (5) categories of African-American, resident students are included in the Kentucky Plan and in Section 3 of this administrative regulation with objectives established and measured for each category:

(a) Undergraduate enrollment;

(b) Retention of first-year undergraduate enrollment;

(c) Retention of total undergraduate enrollment;

(d) Award of baccalaureate degrees; and

(e) Graduate enrollment.

(3) Seven (7) categories of African-American employment are included in the Kentucky Plan.

(a) Objectives are established and measured for three (3) of those categories in the Kentucky Plan and in Section 4 of this administrative regulation:

1. Executive, administrative and managerial;

2. Faculty; and

3. Professional nonfaculty.

(b) The four (4) categories of African-American employment included in the Kentucky Plan that are not measured are:

1. Secretarial/clerical;
2. Technical/paraprofessional;
3. Skilled crafts; and
4. Service/maintenance.

(4) The Kentucky Plan includes enhancement provisions for Kentucky State University including the following categories which shall be reported on by the university:

(a) Identification by the university, subject to agreement by the council, of new and continuing academic programs which promote and build on the university's strength as a historically black institution;

(b) Evidence of marketing or showcasing programs which are developed and implemented as part of paragraph (a) of this subsection;

(c) Evidence of funding by the university of programs identified in paragraph (a) of this subsection including identification of private funding; and

(d) Identification of quality assurance assessment activities for programs identified in paragraph (a) of this subsection.

(5) The council may substitute objectives contained in subsection (4) of this section for objectives contained in Sections 3 and 4 of this administrative regulation based on a plan submitted by Kentucky State University, reviewed by the Committee on Equal Opportunities, and approved by the council.

(6) The Council on Postsecondary Education shall evaluate institutional progress in implementing the flexible objectives established in the Kentucky Plan in order to determine:

- (a) An institution's automatic eligibility for a new academic program; or
- (b) An institution's eligibility for a waiver.

Section 3. Enrollment, Retention and Graduation Objectives. (1)(a) An institution's objective for the enrollment of undergraduate, Kentucky resident African-American students shall be the percentage of African-American high school graduates within the institution's market area.

(b) The market area shall be the geographic area of Kentucky contributing ninety (90) percent of the entering Kentucky resident undergraduate enrollment at an institution as measured by the base year of the Kentucky Plan.

(2)(a) Except as provided in paragraph (b) of this subsection, an institution's objective for retention of first-year undergraduate Kentucky resident African-American students shall be equal to the institution's retention rate for first-year undergraduate Kentucky resident white students as measured by the base year of the Kentucky Plan.

(b) The community colleges shall be exempt from the requirement established in paragraph (a) of this subsection.

(3)(a) Except as provided in paragraph (b) of this subsection, an institution's objective for the retention of total undergraduate Kentucky resident African-American undergraduate students shall be equal to the institution's retention rate for all Kentucky resident white undergraduate students as measured by the base year of the Kentucky Plan.

(b) The community colleges shall be exempt from the requirement established in paragraph (a) of this subsection.

(4)(a) Except as provided in paragraphs (b) and (c) of this subsection, an institution's objective for the awarding of baccalaureate degrees to Kentucky resident African-American students shall be equal to the institution's rate for awarding baccalaureate degrees to Kentucky resident white students.

(b) For Kentucky State University, the institution's objective shall be that the rate of award of baccalaureate degrees to Kentucky resident white students be equal to that of Kentucky resident African-American students as measured by the base year of the Kentucky Plan.

(c) The community colleges shall be exempt from the requirements established in paragraphs (a) and (b) of this subsection.

(5)(a) Except as provided in paragraph (b) of this subsection, an institution's objective for the enrollment of Kentucky resident African-American graduate students shall be the same proportion as the institution's percentage of enrollment of Kentucky resident white graduate students expressed as a proportion of total resident white undergraduate degrees awarded.

(b) Kentucky State University and the community colleges shall be exempt from the requirement established in paragraph (a) of this subsection.

Section 4. Employment Objectives. (1) Pursuant to Section 2(3) of this administrative regulation, the Kentucky Plan provides for the measurement and evaluation of each of the three (3) following categories of employment:

(a) Executive, administrative, and managerial;

(b) Faculty; and

(c) Professional nonfaculty.

(2) Employment objectives for an institution shall be based on an institution's plan developed in compliance with the U.S. Department of Labor or the U.S. Department of Education as appropriate for that institution.

Section 5. Evaluation of Annual Progress. (1) Progress toward achievement of an objective shall be measured annually for the purpose of determining an institution's eligibility to submit a request for a new academic program or for a waiver.

(2) An institution shall have met its annual plan implementation objective for undergraduate enrollment if the following conditions have been fulfilled:

(a) For Kentucky State University:

1. The university maintains the current level of Kentucky resident African-Americans as a percentage of total enrollment; and

2. The university increases the number of entering Kentucky resident freshmen with ACT scores at or above the statewide average.

(b) For all other institutions:

1. Enrollment of African-American students within the system of state-supported higher education is .073 percent or greater excluding African-American students enrolled at Kentucky State University; and

2. An institution's enrollment of Kentucky resident African-American students is greater than the actual enrollment of African-American students in the prior year.

(3) An institution shall have met its annual plan implementation objectives for:

(a) Retention of first-year undergraduate students;

(b) Retention of total undergraduate students;

(c) Award of baccalaureate degrees;

(d) Enrollment of graduate students; and

(e) In employment of African-Americans by demonstrating continuous progress each year in each category or by meeting the plan objectives in each category. The council may, upon request by an institution, determine that an employment category has too few positions in order to evaluate continuous progress, and may indicate that the institution has met its annual implementation plan objectives for the year.

Section 6. Automatic Eligibility. (1) An institution shall be eligible for the consideration of a new academic program if:

(a) For Kentucky State University, the institution exhibits continuous progress:

1. In five (5) of seven (7) annual plan implementation objectives established in Sections 3 and 4 of this administrative regulation; or

2. As required by Section 2(4) of this administrative regulation, if substituted by the council in accordance with Section 2(5) of this administrative regulation;

(b) For a community college, the institution exhibits continuous progress in three (3) of four (4) annual plan implementation objectives established in Sections 3 and 4 of this administrative regulation; and

(c) For other institutions, an institution exhibits continuous progress in six (6) of the eight (8) annual plan implementation objectives established in Sections 3 and 4 of this administrative regulation.

(2) Automatic eligibility for a new academic program shall be for the calendar year immediately following the certification of eligibility.

(3) Certification of automatic eligibility and for a quantitative or qualitative waiver shall occur prior to the end of each calendar year and shall be reported to the Council on Postsecondary Education and the Committee on Equal Opportunities.

Section 7. Waivers. (1) If an institution is not automatically eligible under Section 6 of this administrative regulation and is eligible for a quantitative or qualitative waiver, the institution may request a one (1) year waiver which shall be either:

(a) Quantitative; or

(b) Qualitative.

(2) A waiver request by an institution shall include a resolution submitted to the Council on Postsecondary Education approved by the institution's governing board and shall include either a quantitative or qualitative assessment, as appropriate, of the institution's efforts to achieve the institution's objectives as set forth in the Kentucky Plan.

(3) An institution shall be eligible to receive a quantitative waiver if:

(a) For Kentucky State University, the institution exhibits continuous progress:

1. In four (4) of seven (7) annual plan implementation objectives established in Sections 3 and 4 of this administrative regulation; or

2. As required by Section 2(4) of this administrative regulation, if substituted by the council in accordance with Section 2(5) of this administrative regulation;

(b) For a community college, an institution exhibits continuous progress in two (2) of four (4) objectives established in Sections 3 and 4 of this administrative regulation;

(c) For an institution other than Kentucky State University or a community college, if an institution exhibits continuous progress in five (5) of eight (8) annual plan implementation objectives established in Sections 3 and 4 of this administrative regulation.

(4) A qualitative waiver may be approved for the institution failing to meet annual objectives if an institution can demonstrate:

(a) 1. Outstanding efforts that were attempted which have not yet proven to be successful; or

2. Extraordinary circumstances that precluded success; and

(b) How the institution's revised plans for recruitment and retention of African-American students or employees show promise of future success.

(5) The written request for a qualitative waiver shall include specific and quantifiable aspects of the institution's efforts to meet equal opportunity objectives including:

(a) Commitment of funds to equal opportunity related activities;

- (b) Financial aid distribution;
- (c) Student services activities;
- (d) High school visitations and results;
- (e) Academic support services;
- (f) Number of interviews granted to African-American applicants for a position;
- (g) Offers of employment made that are accepted or rejected;
- (h) Utilization of funds to stimulate a unit to improve its employment data;
- (i) Special actions for a unit within an institution if additional efforts are required; and
- (j) An evaluation of long-range data trends for those objectives that fell below expectations.

(6) An institution's written request for a qualitative waiver shall be reviewed by the Council on Postsecondary Education's Committee on Equal Opportunity which shall make a recommendation to the council on whether to grant a qualitative waiver.

(7) The council shall consider an institution's request for a qualitative waiver at a subsequent meeting of the council:

- (a) Following submission of the information by the institution in support of its request; and
- (b) After a recommendation is forwarded from the Committee on Equal Opportunities.

(8) An institution shall not be eligible for a waiver in consecutive years regardless of the type of waiver.

(9)(a) Except as provided in paragraph (b) of this subsection, an institution that has received a quantitative or qualitative waiver shall submit a new academic program under the waiver provision in the calendar year for which the waiver is granted. An institution's request for a new academic program, advanced under authority of an approved waiver, shall be considered at the next regularly scheduled meeting of the council after an institution has submitted a complete program application.

(b) If the council postpones or delays action on an academic program approval, it may extend the period of consideration of a new academic program.

Section 8. Incorporation by Reference. (1) "The 1997-2002 Kentucky Plan for Equal Opportunities in Postsecondary Education", Council on Postsecondary Education, is incorporated by reference.

(2) It may be inspected, copied, or obtained at the Council on Postsecondary Education, 1024 Capital Center Drive, Suite 320, Frankfort, Kentucky 40601, Monday through Friday, 8 a.m. to 4:30 p.m. (19 Ky.R. 1689; Am. 2024; eff. 3-4-93; 23 Ky.R. 164; 1389; eff. 9-5-96; 24 Ky.R. 916; 1291; 1498; eff. 1-12-98.)


**Administrative Regulation 13 KAR 2:060
And Description of the Evaluation Process**



GORDON K. DAVIES
President

MEMORANDUM

TO: Institutional Equal Opportunity Coordinators
Comprehensive Database Committee

FROM: Sherron Jackson 

DATE: October 17, 2000

SUBJECT: Measuring Progress: KY Plan for Equal Opportunities

This memorandum responds to requests from several institutions regarding the process for measuring progress under the *1997-2002 Kentucky Plan for Equal Opportunities* and the Partnership Agreement with the Office for Civil Rights. Also requested was a description of the implementation of the diversity as a plus-factor provision that was approved by the Council at its meeting in November 1999.

I send several attachments that describe the specific process used by the Council to assess institutional progress for each plan commitment, including the diversity as a plus-factor provision. As a reminder, the focus of *The Kentucky Plan* and the Partnership Agreement with the OCR is enrollment, retention, and graduation of African Americans who are Kentucky residents. And the employment of African Americans in executive, faculty, and professional non-faculty positions. A general description of each commitment and the basis for its evaluation is provided as Attachment A. More detailed information on the diversity as a plus-factor evaluation is provided as Attachment B. Other related information, including the 67 target counties, target census tracts and demographic characteristics in Fayette and Jefferson Counties, target census tracts with zip code overlay, and a map of the Jefferson County public schools are provided for your information and use.

Because of the manner students are assigned to schools in Fayette and Jefferson Counties, when the concept of diversity as a plus-factor was adopted by the Council evaluation was tied to the student's permanent mailing address and zip code. Institutions will begin reporting zip code information for students in fall 2000. Therefore, implementation, for now, will be tied to the schools in the target census tracts rather than the specific students. The use of zip codes to identify students will begin with evaluation of fall 2000 enrollment data.

If you have questions or need further assistance, please call me.

attachments

cc: Connie Shumake
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An Equal Opportunity Employer

Evaluation of *The 1997-2002 Kentucky Plan* Benchmarks

Evaluation of progress is on the basis of the performance of each institution. Progress is based on the performance of an institution in the preceding academic year. All objectives of *The 1997-2002 Kentucky Plan for Equal Opportunities* are evaluated on the basis of the concept of "continuous progress." Continuous progress means that an institution shows an increase in the number of students of employees over the previous year of each category or objective.

- **Kentucky Resident African American Undergraduate Student Enrollment:** The system enrollment must be 7.3% or greater and the headcount enrollment (student classification codes 01-04, 05, and 14) of the institution must be equal to the objective or the institution must show progress by enrolling at least one student more than enrolled the previous year. Headcount enrollment includes all students – full-time, part-time, auditors, non-degree, etc.
- **Retention of First-Year Kentucky Resident African American Students:** This cohort of students includes first-time freshmen (student classification codes 01-04 and 14) only -- first-time freshmen are by definition degree seeking -- for each institution. First-year retention is measured from fall semester to fall semester. *Since some institutions have freshmen summer programs the summer enrollment is also included.* The enrollment of first-year students must be equal to the objective or the institution must show progress by retaining at least one student more than retained the previous year.
- **Retention of All Kentucky Resident Undergraduate African American Students:** This cohort of students includes all undergraduate students (student codes 01-04 and 14) for each institution. Retention is measured from fall semester to fall semester – students who have graduated – this includes the December, May and August graduates -- are added back in to accurately reflect retention efforts of all undergraduate students. Retention of all undergraduate students must be equal to the objective or the institution must show progress by retaining at least one student more than retained the previous year.
- **Six-Year Graduation Rate for Degree-Seeking Kentucky Resident African American Students:** This cohort of students includes all degree-seeking students (first-time freshmen only) for each institution. The analysis also provides credit for a student who receives a degree during the summer of year six. The process adds back for the original institution, any transfer students that graduate from another institution. Continuous progress is achieved when the six-year graduation rate is equal to the objective or the institution graduates at least one student more than graduated the previous year.

- **Kentucky Resident African American Enrollment in Graduate Programs:** This group of students represents the headcount enrollment of Kentucky resident African Americans enrolled in graduate degree programs. The headcount enrollment of the institution must be equal to the objective or the institution must show progress by enrolling at least one student more than enrolled the previous year. Head count enrollment includes all students – full-time, part-time, etc.
- **Employment of African Americans in Executive, Administrative, and Managerial Positions:** This cohort includes only the full-time employees of an institution. The employment of African Americans by the institution must be equal to the objective or the institution must show progress by employing at least one full-time staff person more than employed the previous year.
- **Employment of African Americans as Faculty:** This cohort includes only the full-time faculty of an institution. The employment of African Americans by the institution must be equal to the objective or the institution must show progress by employing at least one full-time faculty person more than employed the previous year.
- **Employment of African Americans as Other Professionals:** This cohort includes only the full-time professional staff of an institution. The employment of African Americans by the institution must be equal to the objective or the institution must show progress by employing at least one full-time professional staff person more than employed the previous year.
- **Diversity as a Plus-Factor:** The value of diversity is considered in the assessment of performance on the enrollment objective of *The Kentucky Plan* -- by allowing campus diversity to be a plus factor for that objective. Implementation focuses on the 67 target enrollment counties plus target districts in Jefferson and Fayette Counties that are identified as under-served by the education community. The target districts in Jefferson and Fayette Counties are identified using the same characteristics as those used to identify the 67 target enrollment counties. Diversity for purposes of *The Kentucky Plan* is defined as African American students.

Evaluation of progress for calendar year 2000 (reporting year 1998-99) and calendar year 2001 (reporting year 1999-2000) is tied to the high schools in the target census tracts. The use of zip codes to identify specific students by target census tract will begin with evaluation of progress for calendar year 2002 (reporting year 2000-01).

Application of the factor:

1. Identify first-time Kentucky resident African American students from 67 target counties, Fayette County (Bryan Station HS and Lafayette HS), and Jefferson County (Fairdale HS, Butler HS, Brown HS, Central HS, Manual HS, Doss HS, Iroquois HS, Male HS, Western HS, and Shawnee HS).
2. Identify first-time African American students from other states enrolled at each institution.
3. Add to each institution's headcount of Kentucky resident African American students a number of African American students from other states equal to the sum of the African American students from the 67 target counties plus special districts in Fayette and Jefferson Counties.

Document Dated: March 2000

Diversity as a Plus Factor

The value of diversity is considered in the assessment of performance on the enrollment objective of *The Kentucky Plan* -- by allowing campus diversity to be a plus factor for that objective. Implementation focuses on the 67 target enrollment counties plus target census tracts in Jefferson and Fayette Counties that are identified as under-served by the education community. The target census tracts in Jefferson and Fayette Counties are identified using the same characteristics as those used to identify the 67 target enrollment counties. Diversity for purposes of *The Kentucky Plan* is defined as African American students.

Primarily two high schools, Bryan Station High School and Lafayette High School, serve students in the target census tracts in Fayette County. Ten schools, Fairdale High School, Butler High School, Brown High School, Central High School, Manual High School, Doss High School, Iroquois High School, Male High School, Western High School, and Shawnee High School, serve students in the target census tracts in Jefferson County.

Application of the factor:

Because of the manner students are assigned to schools in Fayette and Jefferson Counties, when the concept of diversity as a plus-factor was adopted by the Council evaluation was tied to the student's permanent mailing address and zip code. Institutions will begin reporting zip code information for students in fall 2000. Therefore, evaluation of progress for calendar year 2000 (reporting year 1998-99) and calendar year 2001 (reporting year 1999-2000) is tied to the high schools in the target census tracts. The use of zip codes to identify specific students by target census tract will begin with evaluation of progress for calendar year 2002 (reporting year 2000-01). The methodology for evaluation follows.

- Identify first-time Kentucky resident African American students from 67 target counties, Fayette County (Bryan Station HS and Lafayette HS), and Jefferson County (Fairdale HS, Butler HS, Brown HS, Central HS, Manual HS, Doss HS, Iroquois HS, Male HS, Western HS, and Shawnee HS) enrolled at each institution
- Identify first-time African American students from other states enrolled at each institution.
- Add to each institution's headcount of Kentucky resident African American students a number of African American students from other states equal to the sum of the African American students from the 67 target counties plus special target census tracts in Fayette and Jefferson counties.

Document Dated: October 17, 2000